

Table of Organization Designation of
Station and Base Chief Positions

1. The Deputy Director (Plans) has experienced difficulty in the assignment of key personnel to major Station and Base Chief positions due to:

- a. The varying conditions that influence the selection of a specific individual as the CIA representative in an area, such as:
 - (1) Personal knowledge of specific government officials.
 - (2) Specific knowledge of a current situation or area.
 - (3) Special talent for a specific operation or situation.
 - (4) Top management considerations.
- b. The fact that the Table of Organization structure is not able to constantly reflect these conditions.
- c. The expressed opinion by senior DD/P officials that, in the long run, it may well result in the improper reflection of the performance and ability of an individual assigned to a lower-graded position.

2. It is essential for overall management considerations that there is a definite approved grade structure because of:

- a. Budgetary purposes.
- b. Construction of Career Service Authorizations.
- c. Recruitment and assignment considerations.

3. Supergrade positions are now shown on the T/O with the designation SG. Records are kept in the Office of Personnel and the Office of the Comptroller. These include Chief of Station and Base positions. Any common designation of Station Chief positions will lose the distinction between supergrade positions and those below that level.

4. It is recommended that:

- a. All Chief of Station and Base positions be listed on the Table of Organization without indicating a grade level.
- b. Such positions be classified under current methods and a listing of specific grades be maintained by the Office of Personnel and incorporated in the DD/P Career Service Staffing Authorization.

including Supergrade positions

- c. Assignment of a GS-15 in an approved GS-14 position not require a Personal Rank Assignment nor be indicated in any way on the individual's record. Also, that such assignment be computed in the Career Service Staffing Authorization and, in effect, block a GS-15 slot.
- d. Such listings of Chief of Station or base positions or the assignment of higher-graded personnel not affect in any way the classification of those jobs or subordinate station or base positions.
- e. Such procedure be only for CEA representatives in a foreign area and not be construed as a precedent for its use in other type positions.

*Approved by
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